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ABSTRACT

This follow-up study of Portland Community College (PCC, Oregon) graduates was conducted to determine where graduates are, what they are doing, and how well their employers rate their performance. Information was gathered from postcard surveys sent to the 1971 graduates, and subsequent questionnaires sent to these students and to their employers. Some findings were: (1) regarding current status, 309 of the 527 responding were employed, 134 continued their education, and 54 were unemployed; (2) major factors in the choice of school were the available technical programs, finances, location, and desire to increase job skills; (3) over 31% of the graduates were earning between $600 and $750 per month, with 59% earning less than $600 per month; (4) over one-half of the graduates regarded their own initiative as having been the most influential factor in obtaining their first positions; (5) 73% felt that their specialized training helped them to obtain employment; (6) 73% of the employers felt that their employees were better prepared as a result of their college work; and (7) 57% of employers stated that the training of the PCC graduate influenced their decision to hire them. (RN)

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ED 068091

STATUS OF SPRING 1971 GRADUATES

Portland Community College

JC 720 244

September 14, 1972

UNIVERSITY OF CALIF.
LOS ANGELES

DEC 6 1972

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

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PROBLEM

One of the continuing tasks of the community college is to ascertain how well it is preparing its students for their next step in either educational or career fields. In an attempt to discover some of this information concerning the spring term, 1971 graduates, a follow-up study was conducted to answer the following questions:

1. What happened to the graduates after they left Portland Community College?

2. How do graduates now employed in their major fields of study evaluate the educational preparation they received at the college?

3. How do employers of these graduates evaluate the effectiveness of Portland Community College graduates employed in their major fields of study?

The following report is divided into three parts, paralleling the questions listed above.

September 14, 1972

FROM: Amo De Bernardis

TO: Board of Directors
Portland Community College

RE: Status of 1971 Graduates

This is the fourth annual follow-up report of Portland Community College graduates. The college is committed to making periodic follow-up studies on students who complete their programs each year. It should be noted that other students complete various phases of programs and obtain jobs before they graduate. These students are not included in this study.

The purpose of these studies is to determine where the graduates are, what they are doing, and how well their employers rate their performance on their particular jobs. This information is essential if the college is to keep its instructional programs in tune with the changing requirements of the business community. Data from the study are used in making changes in programs and courses offered.

We wish to thank the students who made this study possible by responding to the questionnaire. The survey was conducted by Eddie G. Harris with the cooperation of Robert V. Palmer and Roy L. Lindsay.

PART I

WHAT HAPPENED TO THE GRADUATES OF 1971

Procedure

The information for this section was gathered through processes established in 1968, 1969, and 1970 follow-up studies. The first contact with the individual graduates was via an initial postcard survey sent out to all members of record of the graduating class of June, 1971. This particular group consisted of 766 students completing associate degrees or receiving certificate awards at that particular time. Five hundred twenty-seven graduates, or approximately 69% of the graduating class, responded to the request for information. These responses provide the basis for the findings herein reported.

Findings

Analysis of the responses of the 527 reporting graduates are summarized in the following tables.

TABLE I

SCHOOLS ATTENDED BY 1971 GRADUATES

School	No. of Students	Percentage
Portland Community College	60	38.96
Portland State University	60	38.96
Oregon Technical Institute	11	7.15
Oregon State University	8	5.19
University of Portland	4	2.59
Mt. Hood Community College	3	1.95
University of Oregon	3	1.95
Electronic Computer Programming Institute	1	.65
Lewis and Clark College	1	.65
Multnomah School of the Bible	1	.65
Pacific University	1	.65
Western Business University	1	.65
	N = 154	100.00

TABLE II

DEPLOYMENT OF GRADUATES: 1971

Categories	No. of Students
Employed	309
Continuing Education, Full-time	134
Unemployed	54
Not Seeking Work	16
Military	14
	N = 527

PART II

HOW DO GRADUATES NOW EMPLOYED IN THEIR MAJOR FIELD OF STUDY EVALUATE THE EDUCATIONAL PREPARATION THEY RECEIVED AT THE COLLEGE

This section deals with the attitude of the graduates toward the total training they received while attending Portland Community College. Three hundred nine questionnaires were mailed to graduates. One hundred fifty-two, or roughly forty-nine percent, responded. Questions and responses from this form follow.

The purpose of this section of the survey is to:

1. Determine from graduates employed full-time in their major fields their opinions concerning the effectiveness of the educational programs received at Portland Community College.

2. Gather information indicating characteristics of graduates employed in their major fields.

3. Obtain from graduates their recommendations for curriculum improvement related to their areas of study.

FINDINGS

TOTAL COMPILATION OF RESPONSES OF GRADUATES EMPLOYED FULL TIME IN THEIR MAJOR FIELDS

STATISTICS RELEVANT TO GRADUATES AT ENTRANCE AT P.C.C.

A.	Males	74
B.	Females	78
		N = 152
C.	Age Range	16 through 53
D.	Age Mode	18
E.	Age Median	24
F.	Number of High School Graduates	146
G.	Number with High School Diploma	6
		N = 152

STATISTICS RELEVANT TO GRADUATES AT GRADUATION FROM P.C.C.

A.	Age range	19 through 54
B.	Mode of Graduates' Ages	20
C.	Median Age of Graduates	28

TO WHAT EXTENT WERE GRADUATES SELF-SUPPORTING WHILE ATTENDING PCC?

Degree of Self-Support	M	F	Frequency	Percent
0%	4	30	34	21.39
25%	6	7	13	8.18
50%	7	9	16	10.06
75%	13	8	21	13.20
100%	41	34	75	47.17
			N = 159	100.00

WHAT WAS THE EMPLOYMENT STATUS OF GRADUATES WHILE ATTENDING PCC?

Not employed	17	37	54	34.39
Employed part-time	40	39	79	50.32
Employed full-time	20	4	24	15.29
			N = 157	100.00
Full-time Student	58	74	132	81.99
Part-time Student	19	10	29	18.01
			N = 161	100.00
Day students	47	75	122	72.62
Night students	32	14	46	27.38
			N = 168	100.00

HOW SOON AFTER GRADUATION DID GRADUATES GET THEIR FIRST POSITION?

	M	F	Frequency	Percent
0-1 month	40	47	87	55.41
1-2 months	4	10	14	8.92
2-3 months	2	7	9	5.73
3-4 months	3	11	14	8.92
4-5 months	0	0	0	0.00
5-6 months	0	0	0	0.00
Already employed	19	14	33	21.02
			N = 157	100.00

HOW LONG BEFORE ENROLLING DID GRADUATES DECIDE TO ENTER PCC?

Time		
One week	9	5.81
One month	37	23.87
Three months	2	1.29
Six months	65	41.93
One year	30	19.35
Two years	9	5.81
Longer	3	1.94
	N = 155	100.00

WHAT FACTOR(S) INFLUENCED GRADUATES TO ENROLL AT PCC? (Multiple answers were allowed)

Influence	Frequency	Percent
Technical programs available	97	26.64
Finances	56	15.39
Location of PCC	39	10.72
Employed but desired to increase job skills	31	8.52
Friends	25	6.87
Parents	21	5.77
Chance for more individual help	20	5.49
Sponsored by government	20	5.49
Transfer programs available	14	3.85
Teachers	11	3.02
Selective Service	9	2.48
Sponsored by employer	7	1.92
Unable to attend 4-year college due to grades	7	1.92
Other (use VA benefits)	7	1.92
	N = 364	100.00

WHAT IS MONTHLY SALARY OF ALL GRADUATES?

Salary	Average Age	Frequency	Percent
Less than $100	36	2	1.34
100-150	21	1	.67
150-200	28	4	2.69
200-250	20	2	1.34
250-300	21	7	4.69
300-350	25	14	9.39
350-400	30	13	8.72
400-450	29	12	8.06
450-500	26	15	10.07
500-550	29	9	6.04
550-600	26	9	6.04
600-750	29	47	31.55
750-1,000	33	10	6.71
1,000 and above	36	4	2.69
		N=149	100.00

GRADUATES BY MAJOR, SEX, AGE, AND PRESENT AVERAGE MONTHLY SALARY

Major	M	F	Median Age While Attending P.C.C.	Mean Salary
Associate of Arts	2	2	21	$412.50
Associate of Science	3	1	28	387.50
Associate of Arts in Nursing		31	32	673.50
Associate of Applied Science In				
Airframe and Powerplant	3		22	675.00
Architectural Drafting	2		24	600.00
Automotive Technology	2		21	450.00
Civil Engineering Technology	4		27	625.00
Commercial Art		1	20	475.00
Computer Programming	4	1	28	545.00
Dental Technology	2		28	662.50
Electronic Engineering Tech.	7		22	568.00
Fire Protection Tech.	5		35	950.00
Home Making - Business		1	19	275.00
Law Enforcement	9	1	24	610.00
Legal Secretary		3	19	375.00
Management	1		27	575.00
Mechanical Drafting Tech.	3		27	642.00
Mechanical Engineering Tech.	4		24	662.50
Medical Secretary		2	21	325.00
Principals of Accounting		1	53	325.00
Radio-TV Broadcast Tech.	3		21	342.00

Major	M	F	Median Age While Attending P.C.C.	Mean Salary
Certificates in				
Applied Accounting		1	50	100.00
One-Year Automotive Tech.	4		25	562.50
Two-Year Automotive Tech.	1		19	175.00
Airframe Mechanics	3		30	492.00
Computer Operator		2	19	325.00
Commercial Food Prep.	1		19	475.00
Dental Assistant		10	22	367.00
Early Childhood Ed.		2	19	250.00
Graphic Arts	1		19	425.00
General Office		2	19	325.00
General Secretary		3	23	375.00
Instructional Materials Aide		2	43	387.00
Practical Nursing		12	32	485.00
One-Year Machine Tech.	3		27	742.00
Two-Year Machine Tech.	1		20	525.00
Medical Record Tech.		2	30	475.00
One-Year Welding	1		19	675.00

WHICH OF THE FOLLOWING DID GRADUATES REGARD AS HAVING BEEN MOST INFLUENTIAL IN OBTAINING THEIR FIRST POSITIONS?

Graduates own initiative	89	53.29
Other (personal contacts with the employers; communication with companies)	32	19.16
P.C.C. Placement Service	20	11.98
State or Private Employment Agency	11	6.59
P.C.C. Faculty	8	4.79
Friends or Relatives	7	4.19
	N = 167	100.00

FOR GRADUATES CHANGING JOBS, WHAT WERE THE REASONS FOR LEAVING PREVIOUS POSITIONS?

"I felt I wanted to specialize a little more."

"Money."

"More interest."

"Job interest and job promotions."

"Lack of jobs in electronic field."

"Electronics was more difficult and I found out that I had no interest in it. I looked around and decided to try data processing."

"I found a field more suited to what I wanted to do and a field that was taught in a way that I learned what was really happening and what I would really be doing instead of strictly academic stuff."

"I did not think I wanted to a welder, so I took the course to become a draftsman. I like that type of work better."

"I like the life style of a fireman. The working hours and physical activity of a fireman are more comfortable. I still use my engineering skills on a part-time (sic) basis."

"I found I was more interested in mechanical engineering and the quality control program was dropped."

"I felt I would learn more and would be better off with the M.E. Degree."

"I wanted to have a specific field."

"Realization of future job possibilities."

"I didn't get any counseling or guidance at P.C.C. and didn't know what step to take next."

"To enable me to work sooner than four-year degree would permit also didn't know ECE program was available upon my entrance." (Early Childhood Ed.)

"Decided I was not suited to be a programmer and would really enjoy being in instructional materials more."

"I needed more experience before I (sic) finish the ADN program. The practical nurse program gave me a chance to finish school and then work awhile before I return."

IN THEIR PRESENT POSITIONS DID GRADUATES RECEIVE ANY ON-THE-JOB TRAINING?

	M	F	Frequency	Percent
Yes	52	63	115	79.86
No	16	13	29	20.14
			N=144	100.00

WHAT RELATION DOES THE OCCUPATIONAL PREPARATION GRADUATES RECEIVED AT P.C.C. HAVE TO THEIR INITIAL EMPLOYMENT?

Directly related	33	60	93	67.39
Indirectly Related	8	10	18	13.04
No relation	23	4	27	19.57
			N=138	100.00

WHAT RELATION DOES THE OCCUPATIONAL PREPARATION GRADUATES RECEIVED AT P.C.C. HAVE TO THEIR PRESENT EMPLOYMENT?

Directly related	38	60	98	73.13
Indirectly related	12	8	20	14.93
No relation	13	3	16	11.94
			N=134	100.00

HAVE GRADUATES TAKEN ANY ADDITIONAL COURSES IN THEIR OCCUPATIONAL FIELD SINCE THEY LEFT P.C.C.?

Yes	16	17	33	22.15
No	56	60	116	77.85
			N=149	100.00

HAVE GRADUATES TAKEN ANY ADDITIONAL COURSES OUTSIDE OF THEIR OCCUPATIONAL FIELD SINCE THEY LEFT P.C.C.?

	M	F	Frequency	Percent
Yes	18	12	30	20.13
No	55	64	119	79.87
			N=149	100.00

HOW DID GRADUATES EVALUATE COURSE OFFERINGS (Curriculum)?

Broad curriculum, all necessary courses offered	35	41	76	51.35
Adequate	34	34	68	45.95
Lacked necessary offerings	2	2	4	2.70
			N=148	100.00

HOW DID GRADUATES EVALUATE SUBJECT MATTER (Presentation of Material)?

Designed to promote critical thinking	49	52	101	67.78
Adequate	19	24	43	28.86
Too much memorization, poor presentation	4	1	5	3.36
			N=149	100.00

HOW DID GRADUATES EVALUATE METHOD OF INSTRUCTION?

Teachers generally stimulated students	37	38	75	50.33
Introduced and covered subject	33	35	68	45.64
Dry, uninteresting; did not communicate	5	1	6	4.03
			N=149	100.00

HOW DID GRADUATES EVALUATE AVAILABILITY OF INSTRUCTORS

Always willing and available for help	50	49	99	67.81
Available and helpful	22	23	45	30.82
Not available, hard to find, unwilling to help	2	0	2	1.37
			N=146	100.00

HOW DID GRADUATES EVALUATE GRADING?

	M	F	Frequency	Percent
Too rigid in grading	4	9	13	8.90
Average	55	57	112	76.71
Too easy in grading	10	11	21	14.39
			N=146	100.00

HOW DID GRADUATES EVALUATE EDUCATIONAL COUNSELING (Program planning)?

Well planned course sequence, all the help needed	25	33	58	40.00
Average assistance	34	36	70	48.28
Poor planning and advising	10	7	17	11.72
			N=145	100.00

HOW DID GRADUATES EVALUATE VOCATIONAL COUNSELING?

Counselor helped in selecting occupation or major field	21	20	41	37.96
Average help	20	29	49	45.37
Assistance not available to student	12	6	18	16.67
			N=108	100.00

HOW DID GRADUATES EVALUATE PERSONAL COUNSELING?

Counseling staff willing to help in solving problems	29	37	66	55.00
Some help available	20	24	44	36.67
Assistance not available, help of little or no value	5	5	10	8.33
			N=120	100.00

HOW DID GRADUATES EVALUATE OVER-ALL TRAINING AT P.C.C.?

More than adequate, very good	35	43	78	53.79
Adequate	31	32	63	43.45
Poor Preparation	2	2	4	2.76
			N=145	100.00

OF WHAT VALUE HAVE THE ELECTIVE COURSES GRADUATES TOOK AT PCC BEEN IN HELPING THEM TO CARRY OUT THE DUTIES OF THE VARIOUS POSITIONS THEY HAVE HELD?

	M	F	Frequency	Percent
Indispensable	6	5	11	8.14
Considerable	21	14	35	25.93
Some	17	21	38	28.15
Little	11	17	28	20.74
None	16	7	23	17.04
			N = 135	100.00

HAS THE SPECIALIZED TRAINING GRADUATES RECEIVED FROM THEIR ELECTIVE COURSES AT PCC HELPED THEM TO OBTAIN EMPLOYMENT?

Yes	16	11	27	21.09
No	41	38	79	61.72
Uncertain	11	11	22	17.19
			N = 128	100.00

HAS THE SPECIALIZED TRAINING GRADUATES RECEIVED FROM THEIR REQUIRED COURSES AT PCC HELPED THEM TO OBTAIN EMPLOYMENT?

Yes	42	65	107	73.29
No	25	9	34	23.29
Uncertain	5	0	5	3.42
			N = 146	100.00

HAS THE GENERAL EDUCATION (SURVEY COURSES) GRADUATES RECEIVED AT PCC HELPED THEM TO OBTAIN EMPLOYMENT?

	M	F	Frequency	Percent
Yes	14	25	39	30.71
No	30	22	52	40.94
Uncertain	21	15	36	28.35
			N = 127	100.00

AS A RESULT OF THEIR COLLEGE WORK DO GRADUATES FEEL THAT AS COMPARED WITH THE AVERAGE NEW EMPLOYEE WITHOUT SUCH COLLEGE WORK:

They are better prepared for their position	62	67	129	86.00
They are about as well prepared	7	12	19	12.67
They are less prepared	2	0	2	1.33
			N = 150	100.00

IN THEIR OPINION DID GRADUATES START IN A BETTER POSITION AS A RESULT OF THEIR COLLEGE PREPARATION?

Yes	33	57	90	62.94
No	29	10	39	27.27
Uncertain	8	6	14	9.79
			N = 143	100.00

DO GRADUATES FEEL THAT WITH THEIR COLLEGE BACKGROUND THEY HAVE ANY ADVANTAGES IN THE MATTER OF PROMOTION OR UPGRADING?

	M	F	Frequency	Percent
Yes	57	58	115	80.99
No	14	13	27	19.01
			N = 142	100.00

DO GRADUATES FEEL SUCCESSFUL IN THEIR PRESENT POSITIONS?

Yes	49	60	109	86.51
No	10	7	17	13.49
			N = 126	100.00

IF FINANCES PERMITTED, WHAT ADDITIONAL COURSES AND IMPROVEMENTS WOULD GRADUATES RECOMMEND FOR PCC?

More curricular offerings	21	25	46	19.83
Placement services	27	17	44	18.97
Larger library	9	19	28	12.07
More scholarships, financial aid	10	16	26	11.21
Health services	6	18	24	10.34
Transportation information	6	16	22	9.48
Housing information	7	14	21	9.05
Extracurricular activities	7	4	11	4.74
Other	7	3	10	4.31
			N = 232	100.00

COMMENTS BY GRADUATES REGARDING THEIR EDUCATIONAL PREPARATION

ASSOCIATE DEGREE NURSING

"More clinical experience would be helpful in the nursing program."

"I never really felt I could ever go to college and make it but was encouraged by a community college."

"More experience in medications, I.V.'s and lab work would have helped me." (frequent observation)

"For a two-year program it was terrific."

"Promotion would require further degrees in nursing or specialized training."

"I am given more responsibility than I feel prepared to handle--am expected to know things not taught in my nursing program."

"Unless you have a very motivated student, your nursing program is inadequate. Employers feel the two-year grads are unprepared for what awaits them unless they went a lot deeper on their own into nursing."

AIRFRAME AND POWERPLANT MECHANICS

"Courses improved during attendance."

"At the time the facilities were inadequate and instructors poor in the airframe and powerplant branch at the airport."

"Did not have enough practical experience, not enough equipment except sheet metal and dope fabric (good)."

"Area of work too far from home (Idaho to Oregon) and pay too low."

"As a whole, the community college idea is priceless in its usefulness. There is no way of really evaluating the good it has done for this community as well as others like it. I feel that my only setback was at the time I entered PCC. The school as well as the outlying classes, like your airport branch, were still under an adjustment and growing up period. I do hope that by now the troubles I encountered (sic) have been remedied."

ARCHITECTURAL DRAFTING

"Without this excellent help it would have been very difficult for me because of my deafness."

AUTOMOTIVE TECHNOLOGY

"I learned very much from the automotive program."

CIVIL ENGINEERING TECHNOLOGY

"Plenty of help was offered but nonethat could secure a job in the field of civil engineering which I had wanted."

"Some of the lower division courses were too simple and I felt were a waste of time."

"More related courses that force the student to think rather than memorize, especially specification writing."

"More indepth surveying courses."

COMMERCIAL ART

"I think your downfall is when the student enters and leaves the college. When entering PCC students have a hard time getting help with counseling and that's when they need it. In my case, when I graduated, jobs were hard to come by. PCC's placement office wasn't any help. I had no idea where to look, and an instructor gave me some ideas. I ended up at an employment agency, got lucky, and am now Art Director for ____magazine here in Portland." My suggestion: that you follow-up the student and help him after he leaves. Too many of my friends gave up because of lack of money."

COMPUTER PROGRAMMING

"I transferred from a technical program at a college in the Midwest. PCC offered the best program in Portland to transfer to."

"It is often difficult to get courses one needs because so many are only offered 1 or 2 terms out of the year. If even just one section were offered each term of a class, it would make scheduling easier."

"Use equipment in job experience type classes which is a popular practice in the business world."

"Couldn't take courses in sequence;always had to change things around."

"More on-the-job experience in the department. Employers want experienced people."

"PCC has well-rounded college services."

DENTAL TECHNOLOGY

"The course which I took is a good background for dentistry. The course should have a good crown and bridge man capable of teaching porcelain (this would inform the student of more up-to-date dental prosthetics)."

"My job is judged on my ability and ambition. College gave me the start, the rest was up to me."

ELECTRONIC ENGINEERING

"Electronics training leaned too heavily toward theory and not enough practical...more industrial electronics courses possibly aligned with industries in the Portland vicinity (Bell Telephone, Western Electric, Tektronix)."

"A two-year degree limits me to technical and lower management jobs."

"At the time I was attending PCC there were only two teachers in the electronics department that were qualified to teach--the rest knew the material but not how to teach. This may be why I don't feel I learned much in college. Also I don't think I should be in electronics. Better counseling could have helped me here."

"I would like to see the electronics courses made transferrable or at least some of them made transferrable."

FIRE PROTECTION TECHNOLOGY

"The courses taught by fire personnel were good, those by professional people were poor as they did not understand the fire problems."

"To me , many of the courses have no meaning as I am not a fireman yet. There is a need for actual controlled fire fighting experience and a 'live-in situation.' Some community colleges have a fire station on campus where students experience the emotional and physical problems first hand as well as gaining fire fighting experience and technical training."

LAW ENFORCEMENT

"In law enforcement the instructors were very well qualified in both academic and actual field experience."

"It may appear that I am a lot less satisfied with PCC than I really am. I really don't feel mature enough or ready to go into law enforcement. Outside of the advising and counseling, PCC is a fine school."

LAW ENFORCEMENT (CONT'D)

"Educational assistance in the L.E. department is given out by _____. It is the opinion of many that attended L.E. classes that this LEEP money is not distributed at all fairly and ought to be handled through financial aid like P.S.U.'s program. If someone looks into it, they will see some discrepancies."

LEGAL SECRETARY

"Some classes were very good and others lacked interest and good communication."

"Teachers should realize that even in a very specialized field, things are done differently in every place and provide more variety."

MANAGEMENT

"I enjoyed PCC very much. Ninety-nine percent of the teachers were well qualified and great people--I had one teacher who was unable to teach and grade objectively. He graded as if to reward or punish an individual, which I believe is wrong."

MECHANICAL DRAFTING

"Many of these questions don't apply to my situation. I was employed as a draftsman and started taking a few courses to help me in my job. Then I decided to go on and finish the degree program since I only had a few classes to take other than the ones I wanted to take. Through the years of attending night classes, I was advanced to senior draftsman and mechanical designer. Then from my job experiences and schooling I was promised advancement to M.E. when I graduated from PCC."

MEDICAL SECRETARY

"It was a pleasure, quite an experience being in your, or this school."

"How about the student rate bus fare?"

CERTIFICATE IN AIRFRAME MECHANICS

"The A & P school, while not perfect - is quite excellent - the instructors are good and the administrators of the program are great."

"We were encouraged to enroll in the air space program and now there are no jobs available."

"Instructors should watch A & P students closer and grade harder in an effort to produce better qualified and more serious aircraft mechanics."

"Excellent program and facilities."

CERTIFICATE IN COMMERCIAL FOOD PREPARATION

"People figure one year of study is not adequate for any type of position. I"ve been told the course should have been more complete and intensive, and this would lengthen the course a year or two."

CERTIFICATE IN DENTAL ASSISTANT

"For C.D.A. course more actual assisting - the paperwork and memorization are equally important to realizing the 'why' of things, but the actual work is what you end up doing - not just recalling answers."

"Patient education on dental home care - could be added to another class - preventive dentistry."

"The dental assistant program at PCC provides good background information for girls going into operation offices. The on-the-job training also is valuable if girls are placed in situations where they learn and practice more about areas of study which give them problems. (example: x-ray exposing.) Also a preventive program is needed as is more background on dental disease. The instructors gave false impressions about salary and duties."

"This year they have changed those courses which we felt weren't helpful in the dental assistant program."

CERTIFICATE IN GENERAL SECRETARY

"The placement service at PCC is great help to anyone seeking a job. Happy New Year."

"I found teachers always willing to help."

"I would reconsider including stenography as a must for a degree - I don't use my training in that area at all - I worked so hard in Business Math and feel it did little except sharpen up my thinking - basic math and business machines was great - I use my business machine book on the job. I use my own 10-key adding machine (furnished) also now-a-days have form letters and xeroxing to replace stenography most of the time."

I had a good year at PCC and learned the techniques of becoming a successful secretary. But I'm not using these on my job. I think the fault lies in the fact that I had no previous job and lacked experience. Experience seemed an important factor when I was job hunting and my skills came second. But this would happen regardless of where I went to school. P.C.C. has a good secretarial program and it is a good school."

CERTIFICATE IN INSTRUCTIONAL MATERIALS AIDE

"I am very well satisfied with my schooling at P.C.C."

CERTIFICATE IN PRACTICAL NURSING

"A more complete course in medicines and giving medicines so complete additional training is not required after going to work."

"I think it was a great course....."

"I feel I had a very good education in the class room and most of all in the hospital. You have the best selection of hospital experience, I feel I'm better trained than the 2 year RN from _____junior college and_____community college as far as hospital experience! Thank you!"

"Better organization of student records and availability of precise information to graduates or students about their own records."

"More intensive clinical area experience for nursing students. Better organization of nursing program to turn out more good nurses."

"Additional or a more extensive course in the administration of drugs."

"Pharmacology and better psychiatric course."

"Review nursing courses (Both ADN and LPN) more experience with drugs. Better understanding of diseases - example. People in general are scared of patients in the TB hospital - instructors should have explained that TB patients under drug therapy are much less contagious than someone you meet on the street. (no danger from TB (and drug therapy) - no need for isolation."

"The administration was very poorly run-always (sic)too short of help."

CERTIFICATE IN ONE YEAR MACHINE TECHNOLOGY

"While looking for a job and (sic)talking to many employers I have found that they couldn't care less how much schooling you have or what degrees you hold. They want people with job experience....If P.C.C. wants to help a person find employment after they leave school it would be wise to have an on-the-job experience program so a person could build up experience."

"More equipment - faster harder training."

CERTIFICATE IN MEDICAL RECORD TECHNOLOGY

"I feel that PCC offers students a very great deal through its short term vocational type courses. With the help of government funds and the 10 month MRT training program, I have become a member of the para-medical profession and am well able to care for my family responsibilities. It is a proud thing for an untrained widow of 43 to become a self-sufficient able worker."

PART III

HOW DO EMPLOYERS EVALUATE P.C.C. GRADUATES

In order to better determine the directions to be taken to meet the needs of employers and assess the relevancy of course content at P.C.C., we are using this section of the report for comments, recommendations, observations, and other remarks by employers employing 1971 P.C.C. graduates. Therefore, the purposes of this final section are:

A. To gather and evaluate information showing the characteristics of employer organizations.

B. Determine from employers how they evaluated the effectiveness of the training of our graduates employed full or part time in their major.

C. To obtain recommendations from employers as to areas of further curriculum improvement.

PROCEDURE

A total of 300 graduates listed their employers addresses on the initial postcard questionnaire. Of the 300 employers sent the questionnaire, 241 employers, or approximately 80%, responded.

FINDINGS

Total Compilation of Responses of Employers of 1971 P.C.C. Graduates

Item	Response			
	M	F	Employers of Graduates	Percent
How many individuals are presently employed in your organization?				
From 1-5	12	28	40	16.88
From 6-20	19	11	30	12.66
From 21-50	11	7	18	7.59
From 51-100	15	16	31	13.08
From 101-250	18	13	31	13.08
From 251-500	10	21	31	13.08
From 501-1,00	13	7	20	8.44
Over 1,000	14	22	36	15.19
			N = 237	100.00

Did this employee receive any on-the-job training?	M	F	Employers of Graduates	Percent
Yes	99	112	211	89.03
No	12	14	26	10.97
			N=237	100.00
What relation does the employee's occupational preparation received at P.C.C. have to his present position?				
Direct relation	56	107	163	67.92
Indirect relation	34	12	46	19.16
No relation	23	8	31	12.92
			N=240	100.00
Did the training of the employee at P.C.C. influence your decision to hire him or her?				
Yes	48	82	130	56.77
No	43	35	78	34.06
Uncertain	10	11	21	9.17
			N=229	100.00
To what degree does this training at P.C.C. help him or her to effectively carry out the duties of the job?				
Indispensable	11	38	49	20.76
Considerable	53	63	116	49.15
Some	32	19	51	21.61
Little	7	5	12	5.09
None	6	2	8	3.39
			N=236	100.00
As a result of his or her college training, would you say that this person, as compared with the average new employee without such college work was:				
Better prepared for his or her job	66	82	148	73.27
About as well prepared for the job	23	25	48	23.76
Less prepared for the job	1	5	6	2.97
			N=202	100.00

In your opinion did he or she begin in a better job as a result of the college training?	M	F	Employers of Graduates	Percent
Yes	37	72	109	54.78
No	42	31	73	36.68
Don't know	9	8	17	8.54
			N=199	100.00
Does the person, with the college background, have any advantages in the matter of promotion or upgrading?				
Yes	69	77	146	71.57
No	22	36	58	28.43
			N=204	100.00
Do you feel this person is successful in his or her present position?				
Yes	89	102	191	93.17
No	6	8	14	6.83
			N=205	100.00
Are there any additional courses you feel should be added to his or her training?				
Yes	34	35	69	43.40
No	38	52	90	56.60
			N=159	100.00

EMPLOYERS' RECOMMENDATIONS FOR IMPROVING GRADUATES' PREPARATION

ASSOCIATE DEGREE NURSING

"The ADN program does not give enough clinical experience. I would certainly recommend several months clinical experience beyond the two years college." (most frequent observation)

"The fact of the training--not especially due to receiving it at PCC." (common observation)

"Possibly basic electrocardiography providing a basis to build experience and advanced study for job roles in intensive care and coronary care units."

"Miss _____ is currently employed as a nursing intern. This program is structured for no less than 2 months nor longer than 6. It is essentially a medical/surgical experience designed to provide experience opportunities for the ADN graduate in technical nursing skills and team leadership."

"Professional ethics."

"As an R.N. _____ is not prepared. I feel one year of internship is a must for this particular individual and as she is the only AD grad I personally have had in Oregon, it is hard to compare. I would say I would put her on the level of LPN when she came to us."

"More study on the critically ill patient."

"Several disadvantages--mainly lack of experience in most nursing situations especially direct patient care, giving medications, mixing and administering I.V.'s."

"In my opinion this questionnaire is not realistic to this type employment as there is nothing on which to make a comparative judgment."

AIRFRAME AND POWERPLANT

"_____ worked for us before going to PCC as (sic) an equipment helper in the summer season which really didn't have much to do with his training at PCC but am sure his mechanical training was an asset on the job. He has since quit us at the end of the season and is in the Air Force."

ARCHITECTURAL DRAFTING

"Designing and (sic) decorating (interior decorating)

AUTOMOTIVE TECHNOLOGY

"A more complete training in each system and also its relationship to all other systems (in detail)."

CIVIL ENGINEERING

"Training appears to be satisfactory in basics, too little practical survey training. Expects responsible position feeling qualified through training only. Does not feel experience is that necessary. His training has given him some tools to work with. Experience will allow him to apply these tools. Is capable as survey chainman, can operate instrument fairly well, does not have experience enough to be a good head chainman or party chief at this time, which requires decision-making. Inconsistent in production of work."

"Concrete design and testing laboratory for concrete and steel."

"A new employee without this college training would not start in this position. This man is actually being compared with a man with at least two years experience as an Engineer Aide."

"My answers #3 and #4 might seem to contradict each other unless they are further explained. When the Engineer Tech I position became vacant we assumed it would be filled in the usual manner which would be by promotion from a seasoned Engineer Aide. There was a shortage of eligible aides so we had to go the other route and interview two-year college graduates. Without this diploma, a new man would have had to start as an Engineer Aide."

COMPUTER OPERATOR

"If he is to continue computer work he should take 'Cobol'."

COMPUTER PROGRAMMER

"1. Project Planning 2. Estimating computer time."

DENTAL TECHNOLOGY

"First of all, you should teach your students how to (sic) pore models and dye and articulate. To me that is the basis--if a technician can't pour a good model, how can he do dental work."

DENTAL TECHNOLOGY (CONT'D)

"I think a little more should be done in tooth arrangement and esthetic values--seemingly nothing is being given on (sic) deliniation and contour of dentures. There are definite landmarks to guide you in finishing a denture. There also seems to be no training as to selecting teeth either anterior or posterior or the proper setting of same. I would be remiss if I didn't mention the wonderful attitude the kids have toward learning new and different ways and the appreciation for having the opportunity. Thanks."

EARLY CHILDHOOD EDUCATION

"_____ is doing a beautiful job in our Day Care Center. It is a pleasure to have her work here."

ELECTRONIC TECHNOLOGY

"Written correspondence and reports. Most Technical School and University grads are surprisingly poor at written communication skills."

"Electrical."

FIRE TECHNOLOGY

"Mr. _____ has been a Fire Bureau employee for several years, his college course was taken while already employed and had nothing to do with him getting the job; I do feel his education will help him in the future and will make him a better employee for the city. He is an outstanding man."

LAW ENFORCEMENT

"More in advanced supervision and police administration." (frequent observation)

"He was employed here before he (sic) attend PCC." (frequent observation)

LEGAL SECRETARY

"We took her on a work-school management and her performance influenced us to offer her a permanent position."

"Courses geared to Oregon Practices so secretary will be familiar with the various documents and papers used daily."

LEGAL SECRETARY (CONT'D)

"She is still a 'trainee'. It takes at least one year of full-time work as a legal secretary in an office before she can be considered a trained legal secretary and 'successful'. Some training in the paperwork required by the court processes. A study of the types of courts and their titles and functions of the State of Oregon. Also training in the actual mechanics of filing papers in the various departments of the courthouses of the counties in the state. There are many common forms of papers filed in the courts, most of which have backers (or complaint backs) attached to them. Our trainee had no knowledge of this paper. Also forms such as a summons should be thoroughly taught to the students. With respect to backers (or complaint backs) more time is lost in law offices because a supposedly trained secretary doesn't know how to fill one in, and they are very difficult to understand. Incidently, a law action can be thrown out of court if the backer is incorrectly filled in."

MACHINE TECHNOLOGY

"Blue print reading should include the coordinate system of dimensioning and the basics of Geometric Positioning and Tolerancing. A course in Machine Tool Design would provide desirable background."

"Further machine shop practice."

MECHANICAL DRAFTING

"His technical skills are not in question. He appeared to have a persecution complex which (sic) effected his relationship with his peers."

MECHANICAL ENGINEERING

"Tends to jump to conclusions rather than reasoning out correct answer. Makes drafting errors and work is generally sloppy. I am puzzled in that this student got average to above grades yet her performance is below average. Either the grading at PCC is too soft or her present job (drafting) is not a good match for her training. OJT has not been particularly successful either."

ACCOUNTING

"Some knowledge of insurance would have greatly helped as to ability to apply to this course of yours completed."

SUPERVISORY DEVELOPMENT

"Mr. _____ entered this employment prior to his graduation from PCC. His attendance at PCC was his selection for a self-development program."

AUTOMOTIVE TECHNOLOGY

"Safety practices around equipment."

"To whom it may concern: Mr. _____ was employed by the City of Portland prior to his enrollment at Portland Community College as a utility worker. Any mechanical training is always beneficial to this class of semi-skilled employee. In Mr. _____'s case, he has prepared himself for possible advancement to Senior Utility Worker, as well as being in position to take a future auto mechanic examination."

"He never learned the basic principals of mechanics, nor will he make the most use of his time, i.e. proper tool, speed, handles, ratchets, thinking ahead. He has not learned that in order to command top wages, he has to make a profit for his employer. Management (shop). Training in mechanics that does not rely on (magic) boxes, so they might be able to fix a unit in the field. The equipment used at the college is so sophisticated very few repair shops can afford it, this makes the graduates nearly useless in very many repair shops. Thank you for the opportunity to answer this questionnaire."

AIRFRAME

"Grammar and Math."

"Welding and Machine Shop."

COMMERCIAL FOOD PREPARATION

"He was an employee here before he went to PCC. It was his employment here that influenced his decision to seek training at PCC. But because of his training at PCC he has advanced faster."

DENTAL ASSISTANT

"How to find a job as a Dental Assistant"--This employee worked for me prior to entering PCC. She was unable to find a job as a Dental Assistant. She applied here for re-hire and was accepted. She is a good employee."

"More in interpersonal relations."

"Preventive Dentistry Control Program. This gal does a very nice job."

DENTAL ASSISTANT (CONT'D)

"I am not aware of the courses you teach. But I think loyalty and integrity to ones employer very important. However, this may be a matter of individual character. I have had some very good workers right out of High School, very alert and intelligent."

"More office skills would be helpful, i.e., typing and light bookkeeping."

"High personal motivation was reason for top performance of _____. School skills helped minimally. Selection of highly motivated and ambitious girls is the key to a successful program."

"____was employed in this office for three weeks--during which she was absolutely useless and produced more confusion than good. Your college touches some of the areas of dental practice but I will never again hire an assistant on the basis of college training alone."

GENERAL OFFICE

"(1) An understanding of mechanics (simple) of most popular dictating machines. (2) Stress accuracy of typing and English. Arts students or close with 2-3 years university as a rule are far superior in this respect."

INSTRUCTIONAL MATERIALS AIDE

"Seems to be adequate for present position...would probably do well in most any field regardless of specialized training."

"Additional television courses."

"T.V. repair, book processing and cataloguing."

PRACTICAL NURSING

"By finishing as an L.P.N. she is highly qualified to be our charge and medication nurse. This individual worked at this institution from 1968 as a part or full time nurse's aide which motivated her to become an L.P.N. She has grown and matured, and is considered a valuable employee of this institution."

"More training in giving medications." (frequent observation)

"Just needs experience."

"_____ is certainly above average as an L.P.N.--agreeable, willing and intelligent."

"In a nursing home LPN's have to supervise their aides. They should have some supervising training."

"Specific nursing care courses i.e., diabetic nursing, stroke nursing care, etc."

MACHINE TECHNOLOGY

"Welding, mathematics."

"Lack of supervision or managerial know how."

"The Three Rs."

MEDICAL RECORD TECHNOLOGY

"The program is well planned and well executed. The amount of benefit derived from it would depend upon the initiative and interest of the individual student."

"More practice and training in answering the telephone. Perhaps the telephone company could set up something that would be helpful."

SUMMARIZATION

Our findings show students and employers were generally satisfied with the educational experiences received here at PCC.

The quotations included in the report were made by a small number of students and employers--probably less than 20% of each. Nevertheless, these statements are included in the report because we feel they express real concern and interest on behalf of some and consequently are very important to our overall programs.

PCC will be making every feasible effort to improve in those areas specifically brought to our attention as a result of this study.